

# Bulletin

University of Toronto

Friday, October 22, 1976

No. 9

30th Year

## GOVERNING COUNCIL

### President Evans defends staff policies manual

The primary concerns of the Personnel Policy Board and the *Manual of Staff Policies* are with improving the working conditions of non-academic administrative staff, President John R. Evans emphasized in his Report to the Governing Council at its meeting on Oct. 21, 1976.

No new policies having to do with the faculty have been created by the Board, which "does not make policy", he said.

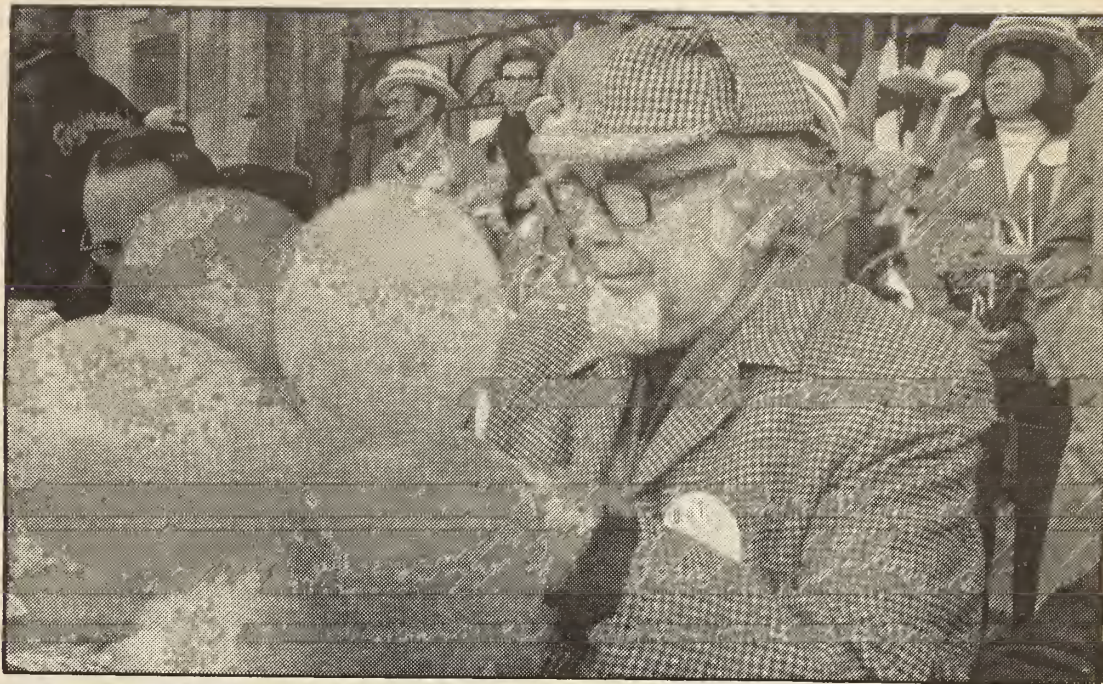
A reference in the *Manual* to vacation practices for full-time academic staff should be revised so

that it no longer stipulates a vacation period of one month, but indicates instead that a "reasonable time" be devoted to holidays, Vice-President, Internal Affairs, Frank Iacobucci acknowledged in replying to questions from faculty members of Council.

Other revisions will also be undertaken.

Academic staff representative Michael Bliss suggested that if the Board were considering other matters concerning the working conditions of faculty its member-

*Continued on Page 8*



AS A FLOATS JUDGE at the Homecoming parade on Saturday morning, Oct. 16, Applied Science and Engineering Dean Ben Etkin, complete with deerstalker and balloons, helped designate Pharmacy's entry the winner.

## GOVERNING COUNCIL — OCT. 23

(Including action taken at committee level)

- Agreed that the Executive Committee develop a detailed recommendation regarding an external review of the unicameral experiment, to be undertaken at June 30, 1977.
- Extended terms of appointment of Vice-President — Internal Affairs, Frank Iacobucci, and Vice-Provost, Milton Israel, to June 30th, 1978
- Approved audited financial statements for University of Toronto and Connaught Fund for year ended April 30th, 1976
- Re-appointed Clarkson, Gordon & Co. as University auditors for year ending April 30th, 1977
- Approved schedule of fees for Scarborough College Athletic Association
- Amended Constitution of Council of Continuing Studies
- Subject to MCU approval, authorized capital construction program for 1976-77
- Approved composition and size of task force to examine role of Canadian Studies at University of Toronto
- Approved policy for allowing interest on expendable trust funds and quasi-trust funds
- Approved composition and membership of Planning and Priorities, Resources, and Voting of Proxies Subcommittees

## UTFA polls all faculty, librarians

Jean Smith, chairman of the Salary and Benefits Committee, reports that the U of T Faculty Association Council has approved the Committee's recommendation to hold a written ballot on the Draft Agreement.

According to Smith, ballots will be sent to all faculty members and librarians — not just members of UTFA — to determine whether they support commencing negotiations with the administration on the basis of the Draft Agreement. A

questionnaire which is intended to probe faculty/librarian sentiment "in depth" will be distributed at the same time.

"Before we begin any formal negotiations," said Smith, "we want to be absolutely sure that the faculty and librarians are in general agreement with the course which the committee has proposed."

The ballots, which are to be distributed this week along with the revised Draft Agreement (over

sixty changes were made by the UTFA Council when it approved the document by a vote of 42-1 last week), are to be returnable through November 8.

The UTFA Council has stated that a response equal to or greater than that received in this spring's questionnaire would be considered adequate. The Council further agreed that it would not press on with negotiations unless it received a clear majority to do so.

## Staff's tuition waived, thanks to educational assistance policy

by Linda Wright

What do U of T staff members Annette Sunter, Richard Hands, Margaret Knights and George Nitsou have in common? What motivates them to bolt their dinners, abandoning their homes and families one or two evenings a week, books tucked under their arms? In a word — ambition. All four are among hundreds of "staff students" studying towards degrees or diplomas under the University's educational assistance policy.

Who is eligible for educational assistance? Under the policy's terms of reference, all full-time appointed staff members qualify. Part-time staff with three years' continuous service, working twenty or more hours a week, are also eligible says Bill Hooper, Employment Services Manager.

"We are trying to provide people with opportunities to develop their abilities, and a supportive atmosphere which will encourage them to take advantage of these opportunities," he explains.

The "assistance" part of the program pertains, of course, to money. The University will either waive 100 percent of tuition fees, or reimburse 50 percent, depending upon the courses taken.

Fees are waived for eligible employees taking courses from U of T or from the Ontario Institute for Studies in Education. Courses must be toward a degree, diploma or certificate program and may extend up to and include the Master's level. Classes are to be taken outside normal working hours; however, if not otherwise available, one such course at a time may be taken during working hours provided the approval of the Department head is obtained and other working arrangements are made.

There are plenty of examples of staff members enrolled in such programs. Annette Sunter, Administrative Assistant in the Department of Mathematics is one. Annette has taken courses in Commerce, Sociology and Economics, and this year is taking another course in Commerce and one in Computer Science. She admits that her motivation is purely practical. "I first started taking courses toward a degree

in English," Annette says. "But the opportunities are pretty limited with only a general B.A. Apart from teaching, there's not much you can do. So I changed to Commerce — I think a B. Comm. will be much more useful."

Another "staff student" working toward a degree is Dick Hands, Architectural Co-ordinator in Physical Plant, who started taking courses 10 years ago when he was working in industry. At that time he says, "I was really keen on economics as a science. I thought I would study hard and make a million on the stock market. I've become disenchanted since then, and more or less concentrated on my primary interest — architecture."

Since joining U of T, Dick Hands has taken several Fine Art courses toward a B.A. "The art courses I've taken all have some application to architecture," he explains. "So does the course in Urban Studies I'm taking at Innis College. But apart from their correlation to my job, they're really interesting. In fact, there are so many interesting courses, it's hard to know where to stop."

George Nitsou



Margaret Knights



Under the second part of the program 50 percent of tuition fees is reimbursed to staff who successfully complete job-related courses given at educational institutions other than U of T or OISE. Such courses should be taken on the staff member's own time, after normal working hours. They must be individual skill improvement courses and related either to the employee's job or to jobs in the same field for which he might logically apply. "For example," Hooper explains, "a secretary who wants to prepare herself for a better position might enrol for a course in shorthand at a business school. This is the sort of course that would definitely qualify. So would courses leading to a job-related degree, diploma or certificate program at a community college or another university."

Margaret Knights, Secretary in the Faculty of Education is a "staff student" who is working toward a B.A. in Administration at York University. This year she is studying Mathematics and Economics. "I'm taking these courses partly because they are useful to me now in my job, and partly because the degree itself will help me to get a better position. Probably something in administration," she says.

"Last year I took three general courses, but now we're getting into the required ones. I'm enjoying Math and Economics as much as the others, but they're quite a bit tougher." She laughs, "I'm afraid they'll spoil my 'A' average! Next year I'll probably be taking Accounting and another Economics course, so I'll really have to work hard."

Also thanks to the educational assistance program, another staff member, George Nitsou, is close to realizing his ambition of becoming a Registered Industrial Accountant. Nitsou, an Assistant Accountant in the Comptroller's Office, is presently working on the last four of 19 courses in the R.I.A. certificate.

"When I first started to work here," George explains, "I had just come to Canada from Greece. I had a degree in Physics, but I wanted a new profession." What motivated him to begin these particular studies? "I

*Continued on Page 5*



## FORUM

## The joint committee method of negotiating has failed

## To the Editor:

Some questions should be asked about the President's proposed alternative to the Faculty Association Committee's proposal for collective bargaining, and about the comments on the Faculty proposal by the Provost and by Professor Kruger, all reported in the *Bulletin* of Oct. 1.

The President is to be applauded for his effort to steer the University back into a consensus rather than a confrontation model. I believe that the majority of the faculty, certainly of the senior faculty, prefer consensus to confrontation. But it is not easy to see how the President's counter-proposal could now steer the University in the desired direction. His counter-proposal is for "formal recognition of the Salary-Benefits negotiating process, including outside mediation, if required." This is clearly different from the Association's proposal, which stipulates binding arbitration if required. As I understand it, mediation leaves the last word with the administration, whereas arbitration does not. Naturally the administration prefers the former. But the demand for the latter has come (from an Association Committee the membership of which cannot be called radical) because the negotiating procedures of the last few years have been so unsatisfactory to the faculty (as the President recognizes in his opening remarks).

The new Joint Committee which the President proposes would "serve as a primary means of obtaining faculty views." It would, of course, not be empowered with decision-making authority. The President notes that "a similar kind of committee met throughout 1975-76 and has continued to meet

several times a year." Why should a new committee, differing only in being more formally established, be expected to be any more successful in reaching consensus? If there were no consensus in the Joint Committee, "the representatives of the Faculty Association and of the administration would be free to express their views." When were they not free to do so?

The faculty have, reluctantly, proposed collective bargaining only because the joint committee method has in their opinion failed. How could a somewhat more formal joint committee rescue the University from its present impasse?

The Provost appears to accept as inevitable, and even desirable, some contractual bargaining on salaries and benefits, but argues that compulsory binding arbitration could, by giving final authority to an outside arbitrator "who may not be fully aware of or sensitive to the complete array of concerns in the University", injure the University. But, of the proposed three-person arbitration board, one is to be chosen by the University administration, one by the Faculty Association, and the third (the chairman) either by the first two or, if they cannot agree, from a panel of five persons agreed upon in advance, at the signing of the contract, who are to serve in rotation. Surely it is not to be expected that an arbitration body so constituted would injure the University.

The Provost's other objection is to the reduction of such matters as workloads and conditions of work to a standardized contractual form, on the grounds (1) that these matters are not, in a complex University, properly reducible to such a form, and (2) that to reduce

them to that form would lead to further bureaucratization and centralization of authority. If the Association Committee's proposal were to reduce workloads and conditions of work to a standardized form these objections would be very strong ones, and I should share them fully. But that is not the proposal I find in sections 18 and 19 of the Association Committee's proposal. There, workloads are left to Departments; and under "conditions of work" the only stipulation is that the level of support in secretarial, teaching assistant, and similar teaching supports shall not fall below the 1975-76 level. That is surely a modest proposal.

Principal Kruger's concern is not so much with any specific item in the Association Committee's proposal as with what it might lead on to. He argues that if the proposal were implemented we might soon find ourselves sliding into the very thing the proposal is intended to avoid, namely, full unionization. No doubt that might happen. But surely the point is that if at least most of the principles of the proposal are not now accepted by the administration, the very pressures of faculty discontent which produced this proposal are likely to lead the faculty to swing to favour full unionization as the only recourse, much though the majority of the faculty now dislike unionization.

C.B. Macpherson  
Professor of Political Science  
and University Professor

## Omission of Israel unfortunate

## To the Editor:

We are writing to express our concern regarding the symposium *The Middle East in Transition*, to be held on campus on October 23. Israel does not appear to be included under any of the six topics covered. If the contemporary Middle East were not the scene of a bitter conflict, such an omission would have had no significance. Unfortunately, many would deny Israel her rightful place among the nations of the world.

The omission of Israel from maps of the Middle East in the magazines of Air Canada and the Canadian Bankers Association has recently received wide publicity precisely because these omissions have been viewed in the light of the Arab campaign to de-legitimize

## UTFA did make its position clear

## To the Editor:

Mrs. Gwen Russell ("Captain and crew must work together to save the ship", *Bulletin*, Oct. 8) incorrectly states that the Faculty Association neither responded to nor protested the grievance procedure handed down in the *Manual of Staff Policies*.

Unfortunately, precisely the reverse is true. The Association not only responded, but steadfastly maintained that the new procedures were totally inappropriate for academic staff. Our protests, it would appear, were either ignored or rejected by the so-called Personnel Policy Board.

As an example, on Oct. 29, 1975, Vice-President Iacobucci sent the Association a draft of the new grievance procedure, which, he said, "the Personnel Policy Board

has been working on as a priority item." According to Iacobucci, "the Personnel Policy Board was set up to achieve, *inter alia*, a more unified approach to personnel Policy throughout the University. The enclosed draft grievance procedure is an attempt to accomplish this objective by applying to all staff in the University not covered by a collective agreement." Iacobucci further stated that the draft would not supplant UTFA's grievance committee — and that "this would be made clear in the preamble" — a promise that was never fulfilled.

Professor Nelson, who was then President of the Association, replied to Iacobucci on Dec. 15, 1975 as follows:

"Dear Professor Iacobucci:

"This is in reply to your letter of October 29 and the draft revised Staff Grievance Procedure document which you enclosed. Our Executive Committee has discussed this document, and are somewhat puzzled as to why you want our comments on it. We do not regard the procedures outlined in this document as providing an appropriate means of dealing with any faculty grievances and cannot suppose they are intended to do so. Full-time faculty members can pursue grievances through our Grievance Committee, through the Tenure Review Committee, or informally in several other ways. We also have been advising part-time faculty members who have grievances, although these people clearly need a defined set of grievance procedures. We think such grievance procedures, however, should be designed specifically for part-time teaching staff, and we do not regard the Staff Grievance Procedure documents as meeting this need. (Emphasis added)

"The Executive Committee of the Faculty Association accordingly directed me not to offer any comments on the Staff Grievance Procedure document."

With all due respect to Mrs. Russell, we would suggest that UTFA made its position quite clear on this issue — but was simply ignored.

The UTFA Executive Committee

## Engineering profs recognize need for legal contract

The General Meeting of the Association of Engineering Professors approved the following motion on Oct. 19, 1976, Professor S.M. Uzumeri, President of the Association, has announced. The motion was presented by the Council of the Association.

"The Association of Engineering Professors — University of Toronto, recognizes the necessity for a legal agreement while the University Governance continues in its present form:

1) to protect Faculty rights and status from erosion by unilateral actions of the University Administration and Governing Council.

2) to protect the academic and professional environment for teaching and research,

3) to provide a suitable framework for salary and benefit negotiations'.

"Since the UTFA draft agreement (as printed in the *Bulletin*, Friday, Oct. 1, 1976) contains clause 3.01, we recognize that the rights of the Association of Engineering Professors — University of Toronto, to act on behalf of its members is not curtailed."

## Faculty of Medicine Assembly

A meeting of the Faculty Assembly will be held on Monday, October 25, 1976, at 4 p.m., in the Auditorium of the Medical Sciences Building.

**Agenda:** Informational session regarding the proposed collective bargaining agreement with UTFA, and discussion of possible implications for the Faculty of Medicine as well as discussion of alternatives.

Please note that this is the date of a regular meeting of Faculty Council. For convenience we are having a combined meeting, with approximately the first hour given over to the Faculty Assembly, followed immediately by the meeting of Faculty Council.

Faculty Assembly members are requested to sit to the side of the aisles and in the rear half of the centre section on the main floor, and in the balcony.

R.B. Holmes,  
Dean, Faculty of Medicine.

**Please note:** UTFA is planning a mail ballot on this issue. Full-time members of Faculty may wish to delay their vote until after the above meeting.



UNIVERSITY  
of TORONTO

Bulletin

Editor: Don Evans  
Assistant Editor: Linda Wright  
Copy Editor: Margaret MacAulay  
Production Staff: Cheryl Hennessey, Doris Adler

Elizabeth Wilson: Director

Published by the Department of Information Services,  
45 Willcocks Street, Toronto, Ontario M5S 1C7  
Telephone 978-2102

## FORUM

— more on page 4

## Research Board meeting Oct. 22

The first meeting of the Research Board for 1976-77 will be held Friday, Oct. 22 at 1 p.m. in the council chamber of the Galbraith Building.

President John R. Evans will speak on Impacts on Research: New Provincial Lottery; Update; and the federal scene.

Dr. George E. Connell, Vice-President, Research and Planning, will review the past two years' activities of the Board.

## TYP Task Force in open session

The Transitional Year Programme Task Force will be holding four open meetings at which briefs that have been submitted will be presented and discussed. Anyone interested in the discussions is invited to attend the meetings, all of which will be held from 8 to 10 p.m.

Monday, Oct. 25

432 Ramsay Wright Zoological Laboratories

Tuesday, Oct. 26

Croft Chapter House

Monday, Nov. 8

Croft Chapter House

Wednesday, Nov. 10

Croft Chapter House



## BRIEFLY

Irvine P. Dickler, 2T5, has lost his copy of *Torontonensis* and would like to find another to replace it.

If you have a copy of the 1925 'nensis please get in touch with him at 80 Richmond Street West, suite 1603, telephone 364-1656.

Prof. G.K. Helleiner, Department of Political Economy, was elected vice-chairman of the board of the North-South Institute at the first meeting of the directors of this newly formed organization.

The North-South Institute is a non-profit corporation set up to promote and encourage understanding of the problems and opportunities in the field of world development. It will provide an independent source of research and information on issues and relations between industrialized and developing countries. Before establishing the institute, the organizers checked to ensure that no other group in Canada was in a position to carry out this work. Similar organizations exist in a number of other industrialized countries.

At the first meeting of the directors, Dr. Arnold Smith, Lester B. Pearson Professor of International Affairs, Carleton University, was elected chairman and John J. O'Callaghan of Woods, Gordon and Co., Toronto, treasurer. Bernard Woods is executive director of the institute, which has its offices in Ottawa.

Prof. Helleiner has been engaged in research in the field of international development for several years. He is the author of several books and journal articles on international economics and economic development, the most recent being *A World Divided: the less developed countries in the international economy*, published this year by the Cambridge University Press.

Antje Lingner and William Reuter, members of the design unit at U of T Press, recently were awarded second and third prizes respectively in the annual Design Canada-Look of Books Awards for best designed books of the year.

Lingner's prize of \$1,000 was for her work on *Universal Language Schemes in England and France, 1600-1800*, by James Knowlson. Reuter's award of \$500 was for *E.T.A. Hoffman And Music*, by Murray Schafer.

Both books were published by U of T Press.

A delegation from the West German Academic Exchange Service (DAAD) visiting Canada under the auspices of the Association of Universities and Colleges of Canada, toured the St. George campus on Tuesday, Oct. 5.

The general objective was to introduce the delegates to the Canadian higher education system in order to stimulate and facilitate exchanges between Canadian and West German universities. At U of T they were given general information about the University, its programs and its major research projects, particularly in the natural and applied sciences and medicine.

There was also discussion of the possibilities for student and faculty exchanges and joint research projects.

The delegation visited federal and provincial government offices, the National and Medical Research Councils, the Canada Council and Institut National de la Recherche Scientifique, and met with members of the Association of Canadian Medical Colleges. The tour covered four other universities: Laval, McMaster, Montreal and McGill.

*Medieval Texts written in England*, the twelfth annual Conference on Editorial Problems, will be held Nov. 5-6.

Registration is limited to 100. Spaces are fast being claimed and anyone who has not registered but wishes to attend the conference would be wise to get in touch with the registrar, Professor Anne Lancashire, at the Centre for Medieval Studies, 39 Queen's Park Cresc. E., as soon as possible.

Lois Marshall, internationally renowned singer, has been appointed to the staff of the Faculty of Music. Miss Marshall, born in Toronto, is a graduate of the Faculty.

Winning the Naumberg award led to a New York debut that, in turn, brought immediate attention from the world of music. Concerts and recordings with Toscanini and Beecham were followed by tours in Canada, the U.S., Europe, Australia and the Soviet Union.

Miss Marshall was artist-in-residence at Ohio State University, Columbus, in 1973-74 and since 1975 has been on the teaching staff of the Royal Conservatory of Music. She will continue with her concert career and teach a limited number of students.



The six War Memorial Scholarships from the U of T Alumni Association have been awarded to Carl Nishimura, Ottawa; Gregory James, Peterborough; Gail Eason, Lindsay; Micheline Breaud, Cornwall; Jocelyn Butts, Vancouver; and Kathleen Younger, Toronto.

The scholarships serve as a reminder of the alumni who died in the first World War and are available only to first-year students who are close relatives of Canadians who served in either World War. Scholarships are awarded on a basis of need and are renewable for students who maintain a "B" standing.

As a prelude to the fall academic session, the School of Continuing Studies held a day-long symposium, *Teaching the Adult Learner*, on Saturday, September 11. More than one hundred members of the University participated in the workshop, which took place in University College.

Most of the participants in the symposium will be teaching in the program of the School of Continuing Studies, which offers more than 350 courses to the general public.

Audrey Livernois, Promotion and Publicity Manager at U of T Press, in her spare time serves as Chairman of the Canadian Book Information Centre's Executive Committee.

The Centre is in its second year of operation, promoting Canadian books through programs aimed at each of "the public, the media, booksellers, librarians and teachers."

A preliminary study on encephalitis in red-wing blackbirds by U of T scientists indicates that insecticide spraying might have been effective in containing the incidence of encephalitis in Ontario.

The study, carried out by Dr. J.R. Brown and Dr. Susan MacIver of the Institute for Environmental Studies, was supported by Environment Ontario.

Every Wednesday morning at 8 a.m. a small group of U of T faculty and staff gather in Hart House Chapel for a celebration of Holy Communion. The service is informal and intimate with the members of the small congregation participating by reading the epistle or gospel.

Afterwards everyone goes downstairs for breakfast and conversation together in the Arbor Room. Anyone wishing to join this group will be most welcome.

Dr. J.J. MacDonald is spending this term as a guest with the Higher Education Group, reports Professor Edward Sheffield, the Group's chairman.

Dr. Macdonald, who has just completed his term as academic Vice-President of St. Francis Xavier University and now has a year's leave, "is spending his time attending seminars, reading, ing, and generally pursuing his interests in higher education." He lives at Massey College.

Anna Young, president of the U of T Alumni Association, is to be found at Alumni House each Tuesday and Thursday from 11 a.m. to 3 p.m. Her telephone number there is 978-6908.

The Faculty of Music has two season openers at the Edward Johnson Building the last week of October.

The U of T Symphony Orchestra, conductor Victor Feldbrill, begins its season on Sunday, Oct. 24 at 8.30 p.m. in the MacMillan Theatre with a performance of Tchaikovsky's *Symphony Pathétique*, Walter Buczynski's *Seven Miniatures for Orchestra* and Mozart's *Concerto for Violin and Orchestra* in D major. Violin soloist will be John Lowry of Edmonton, this year's Remeny Award winner and third-year student in the Bachelor of Music in Performance degree program. Tickets are \$3, students and senior citizens \$1.50.

The first concert in the Thursday scholarship series will be on Oct. 28 at 8.30 p.m. in Walter Hall. The Chamber Players of Toronto will join pianist Pierre Souvairan and violinist Lorand Fenyves in an all-Mozart program. Tickets are \$5, students and senior citizens \$3.

Reserved tickets for both concerts are available from the box office, telephone 978-3744.

The Hart House Crafts Club invites crafts people to contribute a square for an enormous quilt intended to honour the 150th anniversary of the University. Call Winnie Chan at 978-5361 if you'd like to participate.

The Department of Electrical Engineering requires an assistant or associate professor not later than July 1, 1977, with an early appointment in January 1977, being a possibility. The position will involve undergraduate and graduate teaching, and research. Supervision of graduate work and research will be mainly in the area of control or systems engineering with emphasis on the interface of this specialty area with other specialties within the Department, the University and industry in general. Demonstrated research competence in identification and stochastic control techniques is required. Preference will be given to candidates with doctorates who had had engineering experience.

Applications with curriculum vitae should be addressed to Professor K.C. Smith, Chairman, Department of Electrical Engineering, University of Toronto.

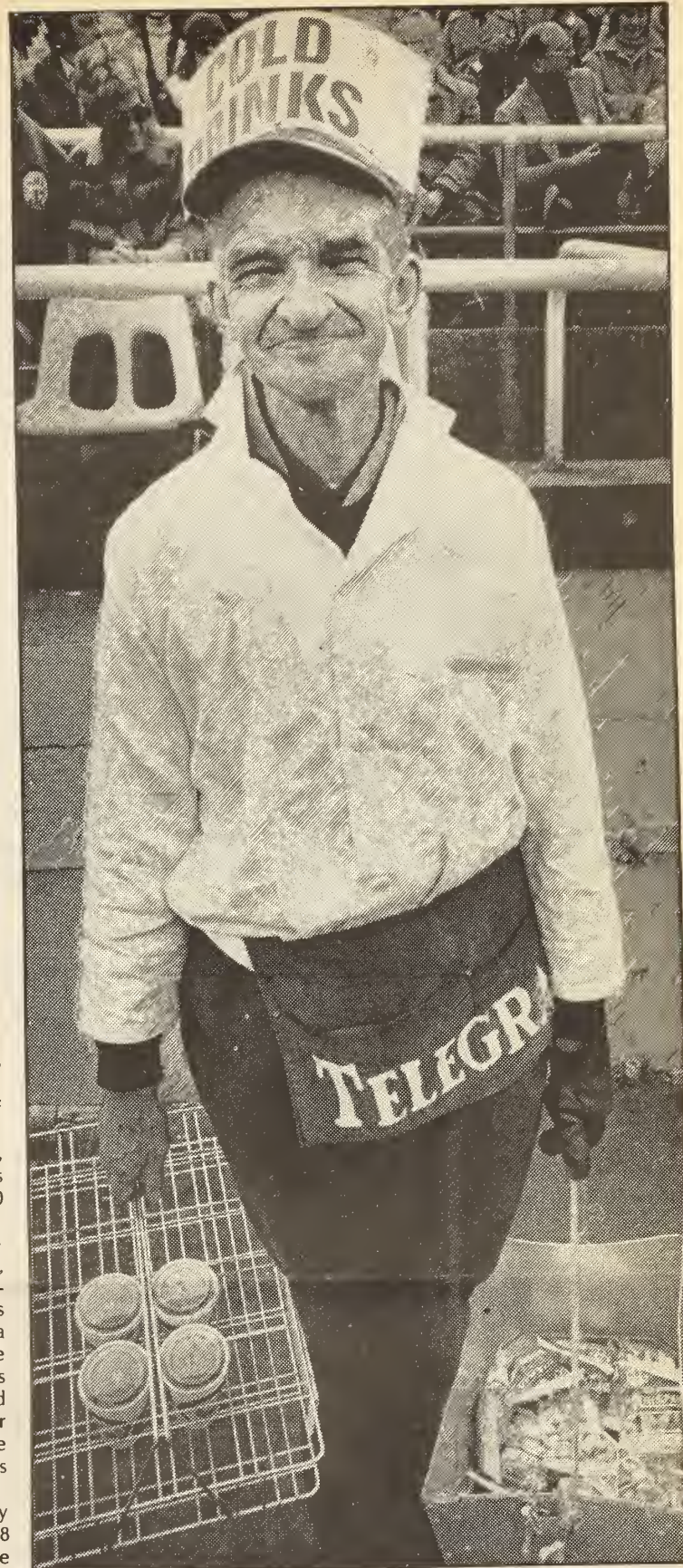


photo by Merrin White

**PEANUTS! COLD DRINKS!** While the Blues were overwhelming the Guelph Gryphons 51-18 in last Saturday's Homecoming football game at Varsity Stadium, Don Grimshaw was doing his own part to keep the fans happy.

### Six Gairdner Awards winners to present papers Oct. 28 — 29

Winner of the 19th series of Gairdner Foundation International Awards will present brief papers on their work. The papers will be presented in the auditorium, Medical Sciences Building, Oct. 28—29. Members of the medical profession, graduate and senior undergraduate students are invited to attend.

#### Thursday October 28

- |            |  |
|------------|--|
| 12 noon    | Dr. Godfrey Hounsfield, Central Research Laboratories, EMI, Hayes, Middlesex<br><i>The Present State of Computerised Tomography and Its Future</i> |
| 12.45 p.m. | Dr. Eugene P. Kennedy, Harvard Medical School<br><i>The Biogenesis and Function of Membrane Lipids</i>   |
| 4.30 p.m.  | Dr. George D. Snell, The Jackson Laboratory, Bar Harbour, Maine<br><i>Histocompatibility Genes</i>   |
| 5.15 p.m.  | Professor George Klein, Karolinska Institutet, Stockholm<br><i>Immune Surveillance against Neoplasia</i>   |

#### Friday, October 29

- |           |  |
|-----------|--|
| 1 p.m.    | Dr. Thomas R. Dawber, Boston University School of Medicine<br><i>The Impact of the Framingham Study on Medical Practice</i>            |
| 1.45 p.m. | Dr. William B. Kannel, Public Health Service, Framingham, Massachusetts<br><i>How Major are the Major Cardiovascular Risk Factors?</i> |





Co-chairmen of the University's United Way Campaign, Frances Halpenny and David Scott seem appreciative of the merits of this 1926 Ahrens-Fox Pumper — part of the Craven Foundation's vintage automobile display which was on view Wednesday, Oct. 20 south of Hart House on behalf of the United Way.

## FORUM

— continued from page 2

### Delay decision on collective bargaining agreement

#### To the Editor:

The University of Toronto Faculty Association (UTFA) has presented a proposal to the University, that a collective bargaining agreement between UTFA and the Governing Council be established which would govern matters of employment of the academic staff. The terms of the proposed agreement were published in the Oct. 1 *Bulletin*.

As a full-time member of the Faculty of Medicine, I should like to express serious concern about certain aspects of this agreement as they affect our Faculty.

In the Faculty of Medicine there is a long tradition of close collaboration in science and education between the basic science and clinical departments. Paragraph 2.01 of the agreement specifically excludes members of the clinical staff from the Bargaining Unit even though they apparently can belong to UTFA. This concept has a number of implications. Firstly, the decision to exclude clinical staff from the Bargaining Unit appears to be discriminatory. Secondly, it will undoubtedly result in division in the Faculty between members of the basic science and clinical departments. This division may well be expressed in less co-operation between the various departments and also has the potential of deepening existing organizational and financial differences. There would be a definite tendency to move the aim of the basic science departments closer to those of the Arts and Science Faculties and away from the clinical departments of the Faculty of Medicine. Such a trend would be extremely disruptive and would not serve the best interests of the University community.

Another point of great concern is the one described in paragraph 28.01. This would preclude increasing the amount of teaching performed by non-members of the Bargaining Unit. Since the clinical staff is excluded from the Bargaining Unit, this would not allow any increase in clinical teaching in our Medical School. The implications of these restrictions are so obviously detrimental to the natural growth of our teaching program that they require no further elaboration. I feel certain that no other Faculty or

Department would accept a concept limiting and freezing its activities.

Finally, the budgeting process for the Faculty of Medicine is extremely complex, with funds coming from both the Ministries of Health and Colleges and Universities. These complexities might well be compounded by new rigidities imposed by the proposed Memorandum of Agreement.

For the above reasons I would

strongly urge that a definite decision regarding this agreement be delayed until the long-term implications of the agreement have been thoroughly explored and alternative solutions studied.

**Barnet Berris, M.D., F.R.C.P. (C), F.A.C.P.**  
Professor of Medicine,  
University of Toronto,  
Physician-in-Chief,  
Mount Sinai Hospital.

### Haist rules are better protection

#### To the Editor:

I share most of the sentiments expressed by Professor Hanly in his letter published in the Oct. 15 issue of the *Bulletin*. I can endorse many of the principles contained in the draft collective agreement published in the *Bulletin* of Oct. 1. I am not, however, as unreservedly optimistic as Professor Hanly and others about the beneficial results for the faculty. Since the decision to embark on the collective bargaining route seems likely to be irreversible I think these reservations ought to be expressed.

It seems to me altogether possible that the faculty stands to lose something in terms of security by adopting collective bargaining. In my opinion the protection offered by tenure under the Haist Rules is superior to protection we might realistically expect to achieve through collective bargaining. The Haist Rules, in my view, offer a commitment by the University that can only be changed by mutual agreement between individual faculty members and the University, or by an act of the legislature. It is a "career" commitment. Under it the University may terminate the employment of the tenured faculty member only for inefficiency or misconduct.

The Haist Rules were drafted in palmer days. The thoughts of dwindling University resources were not entertained and provisions for dismissal for fiscal reasons were not created. It seems doubtful that, in these days of budgetary constraint we would be able to persuade the Governing Council to agree to this degree of security. Yet tenure could become negotiable under collective bargaining. Though the draft agree-

ment implicitly accepts the current position on tenure, the protection offered by a collective agreement lasts only as long as the agreement.

The other important reservation I have relates to "negotiated" salary levels. Absent the threat of a strike or a commitment to arbitration I am unconvinced that negotiations would be more productive than consultation. I don't see how, at this time, the University could agree to arbitration of salaries. Commercial enterprises can pass on increases in cost to their consumers through the price system. Unless and until the University can pass on increased costs to the public through guaranteed increases in grant support or to the student through the right to raise the level of fees a commitment to arbitration would be tantamount to allowing an arbitrator to determine the University's priorities in the use of limited funds. This seems unlikely to be acceptable to the Governing Council. Indeed the University might prefer to face the threat of a strike.

It seems to me these are points we must take into account in deciding whether we favour voluntary collective bargaining.

**J.B. Dunlop,**  
Faculty of Law.

Letters which readers submit for inclusion in *Forum* should be double-spaced, typewritten and addressed to the Editor. They should reach the *Bulletin* the Friday before their proposed publication.

#### Academic Affairs

### Auditing, graduate fees, English test discussed

At the Academic Affairs Committee meeting, Thursday, Oct. 14, agenda items included the University's proposed course auditing policy, fees for graduate students and a test for English language proficiency.

Discussions will continue at subsequent Committee meetings concerning acceptance or rejection of the auditing policy, which delineates fees and privileges for non-students and non-staff wishing to take U of T courses. The policy does not propose to change the present informal arrangements whereby students and staff are permitted to audit courses free of charge with the permission of the instructor.

As the result of a petition put before it by a graduate of OISE, the Committee agreed to ask the Council of the School of Graduate Studies to review its fee structure for programs which are "course only". The petition proposes that, if academic credit is received for post-graduate work undertaken at another institution, fees be based on the number of subsequent

courses needed for completion of the program at U of T instead of on the program as a whole.

The Committee also approved the Faculty of Dentistry's request that certain students applying for advanced standing be required to show proficiency in the English language by attaining an acceptable TOEFL (Test of English as a Foreign Language) score. This proposal would specifically apply to those students whose first language is not English, those who are not Canadian citizens, or those who have not completed two years of study at a Canadian high school or university. Students taking Dentistry's advanced standing exams frequently fail to qualify as they do not have an adequate grasp of English. An acceptable score on the TOEFL, which could be written in their countries of residence, would indicate to students whether their command of English is sufficient to merit their attempting the advanced standing examinations.

The next meeting will be Thursday, Oct. 28.

### History chairman sought

Professor J.B. Conacher's term as chairman of the Department of History expires on June 30, 1977.

The Provost has approved the following committee to look for and recommend the appointment of a successor:

Dean R.A. Greene, Chairman; Dean C.S. Churcher, Arts and Science; Dean J.M. Ham, School of Graduate Studies; Professors J.M. Beattie, History; J.M.S. Careless, History; D.C. Higgs, History; S.P.

Rosenbaum, English; and W.B. White, History - Erindale.

The committee would be pleased to receive any comments or suggestions. These may be made verbally or in writing to the chairman or any member of the committee. It would help the committee in its work if any such comments could be made as soon as possible and in any case not later than October 25.

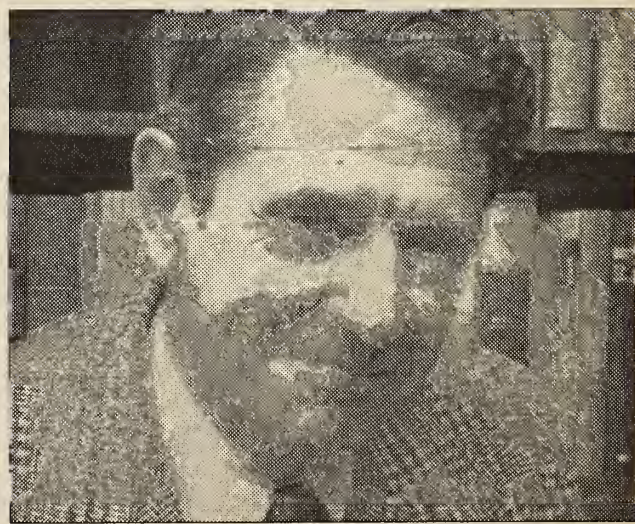
### Library contract signed

The University and the Canadian Union of Public Employees, Local 1230, have reached agreement on a new one-year contract covering 400 employees at the U of T Library.

Members of the Union ratified the agreement at a meeting held Friday, Oct. 15. The contract is retroactively effective from July 1,

1976, and will continue in effect until June 30, 1977.

Highlights of the new agreement include improved maternity and bereavement leave provisions, a more specific anti-discrimination clause, training and transfer provisions for employees affected by mechanization or technological change and a 9 percent general wage increase.



Professor G.A.B. Watson of the Department of Religious Studies and Trinity College has been appointed Director of the Centre of Criminology for a three-year term which began July 1, 1976.

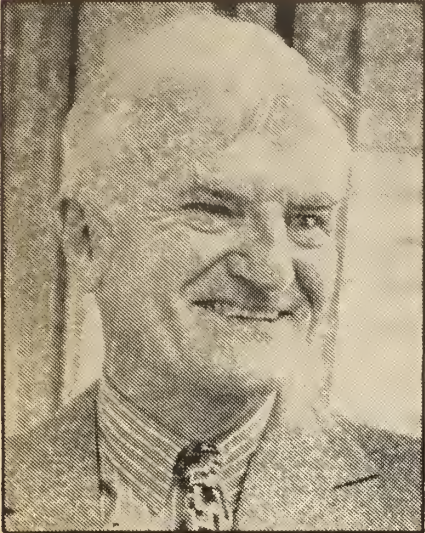
In 1973 Prof. Watson chaired a task force to review the 10-year life of the Centre of Criminology, and was subsequently asked to serve as Acting Director during a temporary absence of Professor John Edwards. When Dr. Edwards became seriously ill upon his return, Prof. Watson was asked to continue in that capacity until the appointment of a director.

During the past year Prof. Watson has been co-ordinating the Centre's plans for a major 5-year research program, which brings the Centre's multi-disciplinary resources together in an examination of the inter-relationships among the key participants in the criminal justice system. This examination will take place through a longitudinal study of approximately a hundred cases involving offenses in which the "accused" is involved in the criminal justice process from the initial occurrence to disposition in the courts.



# How to make a pitch for a \$250,000 gift to U of T

In early October, Elizabeth Wilson of the Department of Information Services interviewed St. Clair Balfour, co-chairman of the University's Update fund raising campaign and Chairman of the Board of Southam Press, to ascertain how the campaign is being conducted and with what degree of success. Here is what she learned.



St. Clair Balfour

## How did you become involved in Update?

Last spring, Adam Zimmerman, a member of the Private Support Board of the University, told me that he had suggested my name to Dr. Evans as co-chairman of the campaign. Bill Twaits, the other co-chairman, was already active. I said to Adam, "No way!" I had been conditioned to think of the University as a state institution which ought not to be going out for gobs of private money. And I had never run a major campaign.

Shortly after, the President or Malim Harding phoned and invited me to lunch at the York Club. I accepted just to be polite. I was aware, of course, of Dr. Evans' splendid performance at McMaster and at Toronto. He is not only the University's best selling point, but also its most persuasive salesman. He sold me.

## Did you place any conditions on your acceptance?

I thought the idea over for a day or two and said yes. I certainly stressed that I was a greenhorn and would need lots of help. I agreed to try to raise 19 million. At my first meeting, the goal had gone up to 25 million!

## How much time are you spending on the campaign?

Dr. Evans said it would take a day a week and that's what it takes.

## When you began seeking volunteers to assist you, what response did you get?

Almost everybody I asked said, "Yes. The University of Toronto does mean

something to me." This was true whether or not they were graduates.

## Do you encounter people with the same reservations you once had?

I think that the whole feeling towards universities has changed in the last five years. People felt that students were more interested in resisting authority than in learning, that they were intolerant. However, the atmosphere has again become positive, and that has helped.

We were very conscious of the need to tell people right away about the shortfall in government funding and to talk about what a good thing it is for the private sector to be involved in the University. Once a person has given money, he becomes interested in how it's used.

## How do you go about getting a major corporation to make a gift of, say, \$250,000?

You go calling and make a pitch. Most of the money so far has been raised by C.W. Daniel, President of Shell Canada, Sydney Jackson of Manufacturer's Life and their seventeen volunteers — all with clout. We talk about the University and its programs and the range of projects to be funded. Sometimes gifts are directed to projects, while some are unrestricted.

A target is set for each business category and also for each company within the group. We pick a pace-setter in each industrial category and when we have the gift from Widgets Ltd., we go to another company and say "Widgets gave X dollars. You are in such-and-such a relationship with Widgets, how about giving the same?" Out of all the companies we called on, we only had three refusals. It's remarkable. From the pace-setter corporations the funds raised are now pushing six million dollars.

Bill Daniel and Syd Jackson have done a superb job and met their targets. Both gentlemen have an impressive record of philanthropic interests and community service and they've been working with a committed group of volunteers.

## What kinds of projects are finding the best response?

We're receiving large amounts of unrestricted money. Some corporations have earmarked for federated colleges' renovations, others for the the South West campus redevelopment. The Manufacturer's Life company has chosen the Innis College Lunch and Learn Club.

## What sort of projects have been turned down?

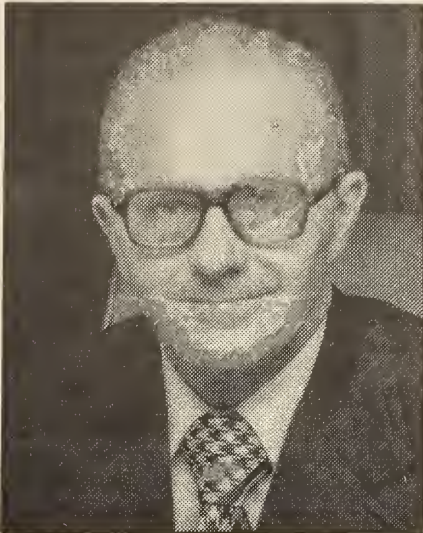
The giving climate is generally not favourable to large new buildings, which were popular in the 1960s. We have found the "no growth" idea very saleable.

## How have people within the University responded to Update?

I've spent a lot of my time doing an

internal soft sell to arouse enthusiasm. If the University community isn't prepared to back Update, why should we outsiders? I sense that people do support it. For example, we asked all the faculty heads for ideas and the response was very positive. The other day Dean Holmes of Medicine made a solicitation call with us and was a very effective salesman.

The staff campaign itself is just getting underway and I think that all the people



C. William Daniel

involved in planning it, Jim Ham, Pat White and others feel it is really important.

## How is the campaign organized?

We have a management committee but it holds very few meetings. I believe in decentralization. I like to give a person a job and let him get on with it. All that is needed then is a regular check on how things are going. The group consists of the head of each section; major corporations, general corporations, foundations, special names, Varsity Fund, Associates (U.S.) and the leaders of the campaigns in Montreal, Calgary and Vancouver.

You know that Mr. W.I.M. Turner, President of Consolidated-Bathurst in Montreal has been on the team for some time. We have now added George Donaldson, who has just retired as a partner of Clarkson's in Vancouver and A.H. Child, the President of Burns Foods in Calgary. Malim Harding, who is honorary chairman, is putting a tremendous amount of time and thought into it, even though he is no longer Chairman of the Governing Council.

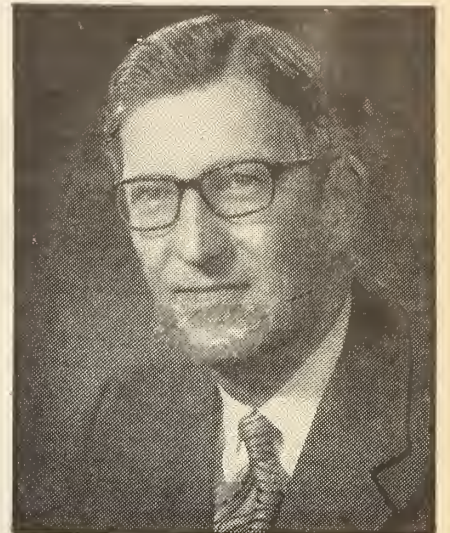
## What's going on in other cities?

On September 30, the President, Malim Harding and I met with the Montreal canvassers, held a press conference and made some calls. The President also attended the Montreal alumni meeting. This month I am going West — what I will do in each city will be up to the chairman.

## What happens next?

We are just starting the general corporations, some 1,000 of them. The

foundations are in hand — proposals to foundations usually require very detailed preparation and often a rather formal presentation. The staff campaign is underway. The Varsity Fund is about to go. So are "special names" — individuals of all sorts, not just alumni. Aside from the Varsity Fund, there are about 100 volunteers involved and it's building all the time. We will be canvassing about 1,000 general corporations; each canvasser can



Sydney Jackson

make about five to seven calls so we'll be adding people all the way along.

I don't know yet how long it will all take. We started last May. By next May, we want to feel we have done a great deal of the work — if you lose momentum, you're dead. At the end of two years McGill had raised over 20 million of its 25 million goal.

## What is Update's relationship with the Varsity Fund?

For the next five years each College and Faculty will get the money its graduates raise for its own Update projects, though the UTAA budget and other on-going costs will be a first charge on the Varsity Fund receipts.

## Have you found it easy to establish relationships with people on the campus?

I have been shielded and protected by Dr. Evans and Lee MacLaren, the Director of Private Funding. The President is a delight to work with. He has given a huge time commitment to this. The first few weeks I met with him every week. Now I try to do things on the telephone. Lee keeps both Dr. Evans and me very well informed. If the campaign works, it's not just the volunteers, it's the professional staff.

## Are you intending to stay with it?

I'll stay with it certainly as long as John Evans is involved. I want very much to get that 25 million. If all the other sectors come through as well as the first lot, we'll make it.

## You appear to be enjoying it.

I do. Meeting the people is the best part.

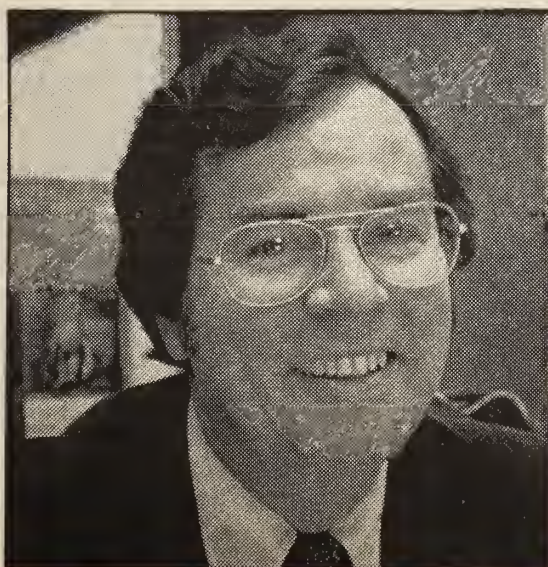
## 500 "staff students" got educational assistance last year

Continued from Page 1

chose accounting partly because it's a good career, and partly because the language requirements weren't very strict. At first it was very difficult — I had to go through every page of every book with a dictionary. Now, things are much easier, although the courses are still challenging."

Like many other "staff students", George sees both the long and short term value of his studies. "The more courses you take, the farther ahead you get," he says. "Many of the accountants I work with are already R.I.A.s. Getting the certificate will be a big help to me professionally."

In the case of both the 100 percent fee waiver and the 50 percent reimbursement, procedures have been developed to expedite matters. Each course must be applied for separately, and the appropriate forms are available from a staff member's Department head, or from the Employment Services Section of the Personnel Department. Any one of the Employment Counsellors in the Personnel Department will be pleased to discuss a staff member's eligibility for a particular course, suggest alternatives or explain application procedures.



Dick Hands

"This is part of a Counsellor's duties," Hooper explains. "August, September and October are our busiest months in terms of recruitment, but the Counsellors have managed to approve over 300 applications for educational assistance since the first of this year."

Last year, Hooper points out, 380 staff members had their tuition waived, and 120 had 50 percent reimbursed. This year, 300 staff members have registered after only one month. "We're delighted to see so many people taking advantage of the program," he says. "Once we add those who will take courses in January and in the summer months, participation will be far greater than last year."

"We would like to be thought of as a complete employment and career development service," Hooper says, "facilitating opportunities for people to develop their abilities and potential. Of course, we can't do everything," he adds. "Taking a particular course, for example, is not going to automatically assure someone of a better job. We can only help him open the door. It's up to the employee to put his foot in and sell himself."



# Full-time new and visiting appointments

<b>Anthropology</b>		E.F. Kirzner H.F. Kolodny	Assistant Professor Associate Professor	<b>Religious Studies</b>		V. B. Matthews, <i>Erindale</i> A.H. Khan	Associate Professor Assistant Professor
C.S. Holzberg, <i>Erindale</i> D. Lubell, <i>Erindale</i> R.F. McDonnell K.O. Poewe I. Kalmar				<b>Sociology</b>		D.G. Wagner, <i>Erindale</i>	Lecturer
<b>Astronomy</b>		J.B. Lester, <i>Erindale</i>	Assistant Professor	<b>Zoology</b>		R.B. Podesta, <i>Erindale</i> L.D. Corkum, <i>Erindale</i> A.P. Zimmerman A.J. Baker, <i>ROM</i> I.R. Ball, <i>ROM</i>	Assistant Professor Lecturer Assistant Professor Assistant Professor Assistant Professor
<b>Botany</b>		J.G. McDonald S.C.H. Barrett	Assistant Professor Assitant Professor	<b>Psychology</b>		J.P. Rushton H. Roediger III C.P. Herman J. Polivy G. Logan, <i>Erindale</i> S.E. Wiseman, <i>Erindale</i> R. Markham E.M. Blass L.S. Prytulak K.V. McDowell	Assistant Professor Visiting Assistant Professor Visiting Assistant Professor Visiting Assistant Professor Assistant Professor Assistant Professor Visiting Assistant Professor Visiting Assoc. Professor Visiting Assoc. Professor Visiting Assoc. Professor

## Promotions to full Professor

<b>Anthropology</b>		J.J. Chew	R.B. Lee	<b>Hispanic Studies</b>		J.F. Burke	R.J. Glickman
<b>Botany</b>		J.P. Williams		<b>History</b>		C.C. Berger	
<b>Chemistry</b>		J.E. Dove		<b>Mathematics</b>		P. Rosenthal	S.H. Smith
<b>Classics</b>		T.D. Barnes		<b>Near Eastern</b>		J. Van Seters	T.C. Young
<b>English</b>		W.J. Howard	A. Lancashire	<b>Philosophy</b>		H.G. Herzberger	J.H. Sobel
<b>Geography</b>		J.B. Whitney		<b>Physics</b>		D.A.L. Paul P.A. Griffin	M.B. Walker
<b>Geology</b>		J.C. Van Loon		<b>Psychology</b>		A.N. Doob	
<b>Graduate School</b>		J.K. McConica W.G. Fillion, <i>Erindale</i> B. Sinclair ( <i>IHPST</i> )	A.G. Rigg ( <i>Medieval Studies</i> ) ( <i>Medieval Studies</i> )	<b>Scarborough</b>		R.B. Bryan	
<b>German</b>		M. Faber, <i>Erindale</i> A.P. Dierick		<b>Zoology</b>		D.G. Bulter	J.E. Paloheimo

## Other promotions

<b>Astronomy</b>		C.T. Bolton P.G. Martin, <i>Scarborough</i>	Associate Prof. (tenure) Associate Prof. (tenure)	<b>French</b>		D. Clandfield M-P. Ducretet N. Maury T.R. Wooldridge A. Stein, <i>Erindale</i> D. Trott, <i>Erindale</i> J.A. Curtis, <i>Scarborough</i> G. Chesneau	Assistant Professor Assistant Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Senior Tutor
<b>Botany</b>		N.A. Straus P.A. Horgen, <i>Erindale</i> W.G. Fillion, <i>Erindale</i> M.C. Heath	Associate Prof. (tenure) Associate Prof. (tenure) Associate Prof. (tenure) Associate Professor	<b>Geography</b>		T.F. McIlwraith, <i>Erindale</i>	Associate Prof. (tenure)
<b>Chemistry</b>		R.H. Kluger D.J. Leggett, <i>Erindale</i> C.L. Dean	Associate Prof. (tenure) Assistant Professor Tutor	<b>German</b>		C. Butler	Associate Professor
<b>Classics</b>		J.S. Traill A.M. Dabrowski E.I. Robbins	Associate Professor Associate Professor Associate Professor	<b>Hispanic Studies</b>		J.B. Davies	Senior Tutor
<b>English</b>		P.A. Parker J.E. Chamberlin P.H. Binnie D.D.C. Chambers B. Corman, <i>Erindale</i> M.F.N. Dixon E.R. Harvey D.B. Hill, <i>Erindale</i> J.M. Reibetanz A.C. Thomas E.P. Vicari C.W. Visser G.T. Warkentin R.R. McLeod, <i>Erindale</i>	Assistant Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor	<b>Italian Studies</b>		L.M. Picchione	Assistant Professor
<b>Fine Art</b>		R. Deshman D.S. Richardson B.M. Welsh	Associate Professor Associate Prof. (tenure) Assistant Professor	<b>Near Eastern Studies</b>		A. Pietersma	Associate Professor
<b>Anthropology</b>				<b>Philosophy</b>		R.Z. Friedman	Assistant Professor
<b>Religious Studies</b>				<b>Physics</b>		R.F. Code, <i>Erindale</i> R.N. Edwards	Associate Prof. (tenure) Associate Prof. (tenure)
<b>Sociology</b>				<b>Political Economy</b>		M.G.S. Denny T.G. Rawski S.A. Rea, <i>Erindale</i>	Associate Prof. (tenure) Associate Prof. (tenure) Associate Prof. (tenure)

Continued on Page 7



# Committees plan Sesqui salutes

Next year's Sesquicentennial celebrations will include such diverse endeavours as an opera, a tree-planting ceremony, and a medieval mass, thanks to the many and various committees that have been brainstorming for several months to concoct celebratory salutes to "Sesqui".

The Performing Arts and Exhibitions Committee, in particular, under the chairmanship of Robertson Davies, seems to have several rabbits in its shiny hat. A display of books written by University graduates and staff is being organized and will be on display at the Art Gallery of Ontario; an opera entitled "Katya Kabunova", never before performed in Canada, will be staged by the Opera School of the Faculty of Music; and a reproduction of a 1365 Coronation Mass is planned for May, to coincide with the meetings of the Medieval Society of America. And that's just for starters.

Alumni activities will abound, as many Colleges and Faculties anticipate celebrating anniversaries of their own, and plan to tie the two events together with double-duty festivities. The engineering al-

umni, for instance, plan to establish a Hall of Distinguished Graduates in the Galbraith Building and to sponsor a series of lectures on the contributions of Faculty alumni to Canadian society.

University College Principal Archie Hallett and his 135-member Academic Programs Committee have been planning a series of public lectures to be held in Convocation Hall. Speakers and dates will be announced when



final arrangements have been made.

The Activities and Special Events Committee is seeing to a profusion of gala events, including a Sesquicentennial Dinner for 322 in the Great Hall of Hart House for which

the Hart House Chef is busy researching suitable recipes.

William Lye, Director of Physical Plant, is overseeing a down-to-earth project — the planting of 36 commemorative red oaks along King's College Road.

An APUS Committee has received approval of lead proofs for Sesquicentennial medallions. These will be struck in bronze and silver at the Jacques Cartier Mint, and will be available for sale sometime in November, 1976.

No celebration worth its salt would be complete without attendant brouhaha, and Mel James, chairman of the Publicity Committee, is master-minding such matters. He plans to hold the first major press conference on Jan. 6, 1977, at which time details of the birthday bash will be announced.

The City of Toronto has agreed to proclaim the week of March 14 "U of T Week", and the University, for its part, will hold a special convocation on the afternoon of March 15 — founding day.

The Hon. Pauline McGibbon, Lieutenant Governor of Ontario, is serving as chairman of the Sesquicentennial Celebrations Council.

## Symposium

## Middle East issues to be discussed

The Middle East in Transition, a symposium sponsored by the Middle East Committee of the International Studies Program, will be held Saturday, Oct. 23, at the Medical Sciences Building. The symposium will consider nationalism, social change, politics, energy, development, business opportunities, modernization, religion and land reform.

Prof. George Lenczowski, University of California at Berkeley, will deliver the keynote address, "Nationalism and Modernization in the Middle East", at 9.30 a.m. in the auditorium. This will be followed by concurrent panel discussions beginning at 11.15 a.m. In room 3153, panels will deal with matters primarily of interest to teachers, students and members of the general public — "Religion and Politics in the Middle East: two cases, Lebanon, Turkey"; "Women in the Contemporary Middle East" and "The Literature of Social and Political Protest: Contemporary Trends".

In room 3154, panels will deal with matters primarily of interest to members of the business com-

munity — "Energy and Economic Development in the Middle East"; "Agrarian Reform in the Middle East: two cases, Iran, Iraq" and

"The Middle East and the Canadian Businessman".

Registration fee for the conference is \$10, students \$3.

## Director sought for U of T — York Program

The U of T and York University are seeking a director for the Joint Program in Transportation. The Joint Program is a co-operative venture committed to interdisciplinary research and education in the broadly defined fields of transportation.

The new position of director offers an opportunity to administer a unique inter-university program and to develop innovative research and educational activities. The candidate is expected to qualify for a senior academic appointment in both universities and in addition should have administrative experience and an understanding of Canadian transportation issues. Terms of appoint-

ment will be commensurate with experience and qualifications.

The chairman of the Search Committee is Professor L.S. Bourne. Members of the committee from U of T are Professors J.H. de Leeuw, G.W. Heinke, R.D. MacKinnon, R.H. Painter and R.N. Wolff. Members of the committee from York are Professors B.R. Blisshen, G.A.P. Carrothers, W. Found, F. Frisken and L. Lefeber.

Requests for further information and applications should be addressed in confidence to: Professor L.S. Bourne, Chairman, Search Committee, Joint Program in Transportation, Centre for Urban and Community Studies, 150 St. George St., Toronto, Ontario.

## Geographers at Innis College

The Ontario Historical Geographers will meet at Innis College on Saturday, Oct. 23. Registration will begin at 8.45 a.m.

*Development and Speculation I and II* in the Town Hall from 9.30 a.m. will cover "Land Utilization and Socio-economic Data for 19th Century Assessment and Patent Records: A Technique for Analysing the Influence of Speculative Activity on Settlement", "Development and Speculation in Westdale, Hamilton", "Quarrels over Land Development in Ottawa" and "Bright Street, Toronto: A microcase".

In room 312, *Historical Recreation Geography* will be discussed at 9.30 a.m. *Social Geography: 19th Century*, to be discussed at 11 a.m., will cover "The Spread of the Orange Order in Ontario" and "Progress as an Idea in the Urban Scene".

At 1.45 p.m. in the Town Hall a session on *Harold Innis* will be concerned with "Innis and Canadian Studies" and "Staple Commodities Revisited".

From 3.45 p.m. there will be a walking tour through part of the Annex, Sussex-Ulster and Kensington areas.



The Flat Earth Society, as persistently wrong-headed as ever, was in dishevelled evidence during the Homecoming weekend. For whatever reason, these three members are reported to have disappeared.

## New gym, human rights Erindale on agenda

Vice-President Frank Iacobucci reported to the Oct. 19 meeting of the Internal Affairs Committee that the Cabinet has approved the Ontario Municipal Board's decision to allow construction of the University's proposed new athletic complex to proceed. He said tenders would be called soon and construction could start the beginning of 1977.

At the same meeting, Dr. Daniel Hill, special adviser to the President on human rights matters, reported that the University Ombudsman, who has been functioning for one year, has dealt with 323 problems and that the Ombudsman's caseload is still increasing.

Dr. Hill also recommended that the University should:

1. Continue discussions with representatives of the ethnic press with a view to reporting to them U of T's current activities and future community plans;
2. Announce a policy of affirmative action in employment and select an equal employment opportunity officer who would implement an affirmative action program in the Person-

nel Department and select other departments for future assessment;

3. Strengthen its involvement with the Native community through continuing meetings and training programs;
4. Continue strengthening the liaison with the Ontario Human Rights Commission, the Women Crown Employees' Office and the Ontario Women's Bureau; and
5. Consider a conference of Canadian university ombudsmen and of persons fulfilling that function to share problems, solutions and proposals carried out in other educational institutions.

Incorporation of the Erindale College Student Union was delayed at least one month when the Internal Affairs Committee decided to defer voting on the by-laws of the Union until the next meeting. Most committee members felt they had not been given sufficient time to study the by-laws.

Should the incorporation be accepted, Erindale would become the first student society to attain such status. However, SAC is expected to follow suit.

## Trinity "friends" book sale to support College Library

A book sale will be held in Seeley Hall, Trinity College, on Tuesday, Oct. 26 from 7 to 10 p.m. and Wednesday, Oct. 27, from 11 a.m. An admission fee of 50 cents will be charged. Refreshments will be served.

The sale is the first function organized by the Friends of the Library, Trinity College, a group recently formed by alumni of the College. Membership in the group

is open to anyone with an interest in books and the welfare of the College Library. If you wish to join, please send a cheque for \$2 made out to "Friends of the Library, Trinity College", and addressed to Mrs. Alice Bastedo, 42 Balmoral Ave., Toronto.

Donations of books for the sale will be welcome. These should be taken to Seeley Hall on Sunday, Oct. 24, between 2 and 5 p.m.

## A & S Appointments

Continued from Page 6

P.H. Solomon  
S. Solomon, Scarborough  
C.J. Tuohy  
R.E. Stren

Associate Prof. (tenure)  
Associate Prof. (tenure)  
Associate Prof. (tenure)  
Associate Prof. (tenure)

### Psychology

K.R. Blankstein, Erindale  
C.M. Corter, Erindale  
M. Moscovitch, Erindale

Associate Prof. (tenure)  
Associate Prof. (tenure)  
Associate Prof. (tenure)

### Slavic Languages & Literatures

I. Evreinov

Associate Prof. (tenure)

### Sociology

B. Baldus  
M. Spencer Erindale  
J.L. Wayne  
Turk, J.L.  
J.H. Simpson, Erindale  
L.R. Marsden  
B.H. Erickson  
J.B. Kervin, Erindale  
H.M. Makler

Associate Professor  
Associate Prof. (tenure)  
Associate Professor  
Associate Professor  
Associate Prof. (tenure)  
Associate Prof. (tenure)  
Associate Prof. (tenure)  
Associate Professor

### Zoology

W.G. Sprules, Erindale  
I.R. Brown, Scarborough  
R.P. Elinson

Associate Professor  
Associate Professor  
Associate Professor



## EVENTS

### FRIDAY OCTOBER 22

**The Fundamental Causes of the British Economic Crisis** (Seminar) Prof. W.A. Eltis, Visiting Professor; Fellow of Exeter College, Oxford. Coach House conference room, 150 St. George St. 1.30 p.m. (Policy Analysis and Political Economy)

### SATURDAY 23

**Literary Sources for Bosch's Imagery** (Lecture) Prof. Rosemarie Bergmann, McGill University. Room 22 Victoria College. 10.30 a.m. (Toronto Renaissance & Reformation Colloquium and Canadian Society for Renaissance Studies)

**Litterature et l'Inquisition en Espagne au XVIe siècle** (Lecture) Prof. J.M. De Bujanda, Centre d'Etudes de la Renaissance, Université de Sherbrooke. Room 22, Victoria College. 11.30 a.m.

**The Middle East in Transition** (Symposium) Keynote address: **Nationalism and Modernization in the Middle East**, Prof. George Lenczowski, University of California. Auditorium, Medical Sciences Building from 9.30 a.m. (Middle East Committee, ISP)

**Ontario Historical Geographers** meeting at Innis College. Registration 8.45 a.m., sessions from 9.30 a.m. on Development and Speculation; Historical Recreation Geography; Social Geography: 19th Century; and Harold Innis. Information telephone Prof. J.T. Lemon, 978-7433.

**Football — Toronto vs Western.** Varsity Stadium. 2 p.m. Tickets \$3.50 and \$3, boxes \$4; general admission \$1. Telephone 979-2430.

**International Night** celebration for **Erindale Week**. Meeting Place. 8 p.m.

### SUNDAY 24

**The Canadian Brass** celebration for Erindale Week. Meeting Place. 3 p.m. (Associates of Erindale)

**U of T Symphony Orchestra**, conductor Victor Feldbrill, MacMillan Theatre, Edward Johnson Building. 8.30 p.m. Box office 978-3744.

**The Hellstrom Chronicle** (Film on insects and man) Two screenings ROM Theatre, 4 p.m. Planetarium-lecture room, 8 p.m. After evening showing panel of entomologists will discuss questions arising from film.

### MONDAY 25

**How a 14th-century Royal Chronicle was composed (The Chronicle of Peter IV of Aragon)** (Lecture) Prof. J.N. Hillgarth, Centre for Medieval Studies and Pontifical Institute for Mediaeval Studies. Upper Library, Massey College. 4.15 p.m. (Medieval Studies, History and SGS)

**Insects and People** (Lecture) Dr. Donald A. Chant, Vice-President and Provost. Public lecture in connection with joint annual meetings of Canadian and Ontario Entomological Societies. Exhibition of insect photography, slides and prints, will be on view. ROM Theatre. 8 p.m.

### TUESDAY 26

**Recollections of an Unknown Indian** (Lecture) Nirad C Chaudhuri, journalist and author. Croft Chapter House. 2 p.m. (Shastri Indo-Canadian Institute and

South Asian Studies Committee, ISP)

**Recent Developments in Higher Education in Britain** (Seminar) Dean David R. Mobbs, Oxford Polytechnic. Room S-958 OISE, 252 Bloor St. W. 2 p.m. (Higher Education Group)

**Special Interest Group on Pest Management** (Meeting) part of joint meeting of Canadian and Ontario Entomological Societies) Scott Room-A, Chelsea Inn. 3.30 p.m.

**Book Sale.** Seeley Hall, Trinity College. Tuesday 26, 7—10 p.m.; Wednesday 27 from 11 a.m. Admission 50 cents, refreshments. (Friends of the Library, Trinity College)

### WEDNESDAY 27

**La Lecture Politique du Roman Contemporain** (Sixth of eight lectures) Prof. Henri Mitterand. Upper Library, Massey College. 4 p.m.

**Morphophysiological Basis of Neuronal Storage Disease and Menkes' Syndrome** (Neuroscience Seminar) Dr. Dominic Purpura, Albert Einstein College of Medicine. Large lecture theatre, Hospital for Sick Children. 9 a.m.

**Normal and Aberrant Development of Immature Human Visual Cortex** (Neuroscience Seminar) Dr. Dominic Purpura, Albert Einstein College of Medicine. 2172 Medical Sciences Building. 5 p.m.

**Special Interest Group on Medical Entomology** (Meeting, part of joint meeting of Canadian and Ontario Entomological Societies) Carlyle Room-B, Chelsea Inn. 1.30 p.m.

**Gini Grant Sextet**, jazz. East Common Room, Hart House. 12 noon.

### THURSDAY 28

**Golden Staters and Silver Drachms** (Fifth in series of eight lectures complementing **Gold for the Gods** exhibition) Alison Easson, assistant curator, Greek and Roman Department. ROM Theatre. 8 p.m.

**Platinum Complexes. A Cure for Cancer?** (Colloquium) Prof. M. L. Tobe, University College, London. 428 Lash Miller Chemical Laboratories. 4 p.m.

**Student Chamber Music Concert.** Walter Hall, Edward Johnson Building. 2.10 p.m.

**Donald Reed**, violin, assisted by **Carolyn Jones**, piano. Concert Hall, Royal Conservatory of Music. 8.15 p.m.

**Lorand Fenyves**, violin, **Pierre Souvairan**, piano, and **Chamber Players of Toronto**. Walter Hall, Edward Johnson Building. 8.30 p.m. Tickets \$5, students and senior citizens \$3. Telephone 978-3744.

### FRIDAY 29

**The Stereochemistry of Cycloadditions of Ketenes to Unsymmetrical Olefins** (Colloquium) Prof. Alfred Hassner, State University of New York, Binghamton. 158 Lash Miller Chemical Laboratories. 4 p.m.

**Metabolism and Function of Membrane Lipids in E. Coli** (Guest Seminar) Dr. Eugene P. Kennedy, Department of Biological Chemistry, Harvard Medical School. 417 Best Institute. 10.30 a.m. (BBDMMR)

**Othello** (Woodsworth College Students' Association classic film festival) Laurence Olivier. North auditorium, OISE, 252 Bloor St. W. 8 p.m. Tickets \$1. Telephone 978-5076.

## Staff policies manual

Continued from Page 1

ship might usefully be reconstituted.

In his Report, the President voiced the hope that tenders on the new Athletic Complex would go out early in the new year and stated that construction time would be approximately two years.

He suspected, Dr. Evans said, that the matter of negotiations between the administration and

UTFA, would be before the Council at its November meeting.

After some discussion, a motion that an external review of the unicameral experiment be undertaken at the completion of the Council's fifth year of operation was turned back, and the Executive Committee was requested to develop a detailed recommendation regarding any such review.

The Governing Council will next convene on Nov. 18, 1976.

## RESEARCH NEWS

### Nuffield Travel Grants

The Nuffield Foundation offers Canadian citizens preference for grants providing travel and subsistence expenses for three to six months' residence in the United Kingdom for research in the natural, medical, and social sciences and the humanities. Applications, due Dec. 15, must furnish the name of an academic host in the United Kingdom. For further information, call 978-2874.

### Hastings Institute Fellowships

U.S. citizens may apply to the Hastings Institute in New York by a deadline of Dec. 1 for support in any discipline focused on ethical problems arising from advances in medicine and biology. Both senior and younger scholars are encouraged to apply for the four 1977-78 postdoctoral fellowships offered. Applications should not emphasize specific research projects, but a broad investigative program

designed to strengthen a general background for future work in bioethics. Call 978-2874 for information.

### Atmospheric Environment Service Science Subvention Proposals

For a deadline of Dec. 31, the Atmospheric Environment Service is soliciting proposals in several specified categories in the areas of atmospheric processes research, air quality and inter-environmental research, and meteorological services research. The Science Subvention Program stresses support for research requiring a "significant component of concept development" and "exploration of novel approaches", and intends to facilitate uni-, multi-, or inter-disciplinary studies involving physical, biological, engineering, and social sciences and the humanities. For further information and application forms call 978-2874.



Award winner Reshard Gool (left) with Herbert Epstein.

## Epstein award book presented

Reshard Gool won the \$1000 national Norma Epstein award in 1970 for his novel *Price*. On Wednesday, October 13, Mr. Gool, who now teaches political philosophy at the University of Prince Edward Island, was at U of T to present an advance copy of the newly published work to Herbert Epstein, son of the founders of the award.

The Norma Epstein award was established at University College in 1946. In 1962, a biennial national competition was originated as well, open to any student of a Canadian university.

Mr. Gool was a student at U of T when he won the award. He is the second Norma Epstein winner to have his work published — the other was the 1963 winner, David Adams Richards, for his novel *The Coming of Winter*. Mr. Gool's novel, which is set in South Africa, is being published by Square Deal Press and distributed in Toronto by Burns and MacEachern.

## JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) Sylvia Holland, 978-6470; (2) Wendy Chin, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

**Clerk Typist I** (\$6,968)  
Royal Conservatory of Music (2)

**Clerk Typist II** (\$7,000 — 8,230 — 9,460)  
Zoology (1), Physical Plant (3), Medical Genetics (4), International Student Centre (4), Faculty of Dentistry (1)

**Clerk Typist III** (\$7,700 — 9,060 — 10,420)  
School of Continuing Studies (2), Biochemistry (4), Chemistry (1)

**Clerk III** (\$7,700 — 9,060 — 10,420)  
Computer Centre (3)

**Secretary I** (\$7,700 — 9,060 — 10,420)  
Scarborough College (2), Medical Genetics (4)

**Secretary II** (\$8,470 — 9,970 — 11,460)  
Office of the Vice-President — Business Affairs, Capital Budgets (1), Office of the Vice-President — Business Affairs, Director of Finance-Insurance Department (1)

**Secretary III** (\$9,330 — 10,970 — 12,620)  
Private Funding (1), Physical Plant (3), Applied Science & Engineering (5)

**Laboratory Technician I** (\$8,470 — 9,970 — 11,460)  
Zoology (1)

**Laboratory Technician II** (\$10,370 — 12,200 — 14,040)  
Physiology (4), Microbiology & Parasitology — TEMP. (4)

**Laboratory Technician III** (\$11,450 — 13,470 — 15,490)  
Clinical Science (4), Anaesthesia (4), Playfair Neuroscience (4)

**Laboratory Technician IV** (\$14,110 — 16,600 — 19,090)  
Banting & Best Department of Medical Research (4)

**Information Officer** (\$14,110 — 16,600 — 19,090)  
School of Continuing Studies (2)

**Data Analyst** (\$12,110 — 14,250 — 16,380)  
Preventive Medicine & Biostatistics (4)

## PH D ORALS

### Friday, October 29

Margaret Donnelly, Department of Physics, "Corrections to the Glauber Approximation for  $\pi p$ ,  $\pi d$  and  $\pi A$  Scatterings." Thesis supervisor: Prof. R.E. Pugh. Room 309, 63 St. George St., 2 p.m.

### Monday, November 1

Harold Lane, Centre for Study of Drama, "The Continuity of Strindberg's *Damaskus Cycle*." Thesis supervisor: Prof. L.L. Marker. Room 201, 65 St. George St., 3.15 p.m.